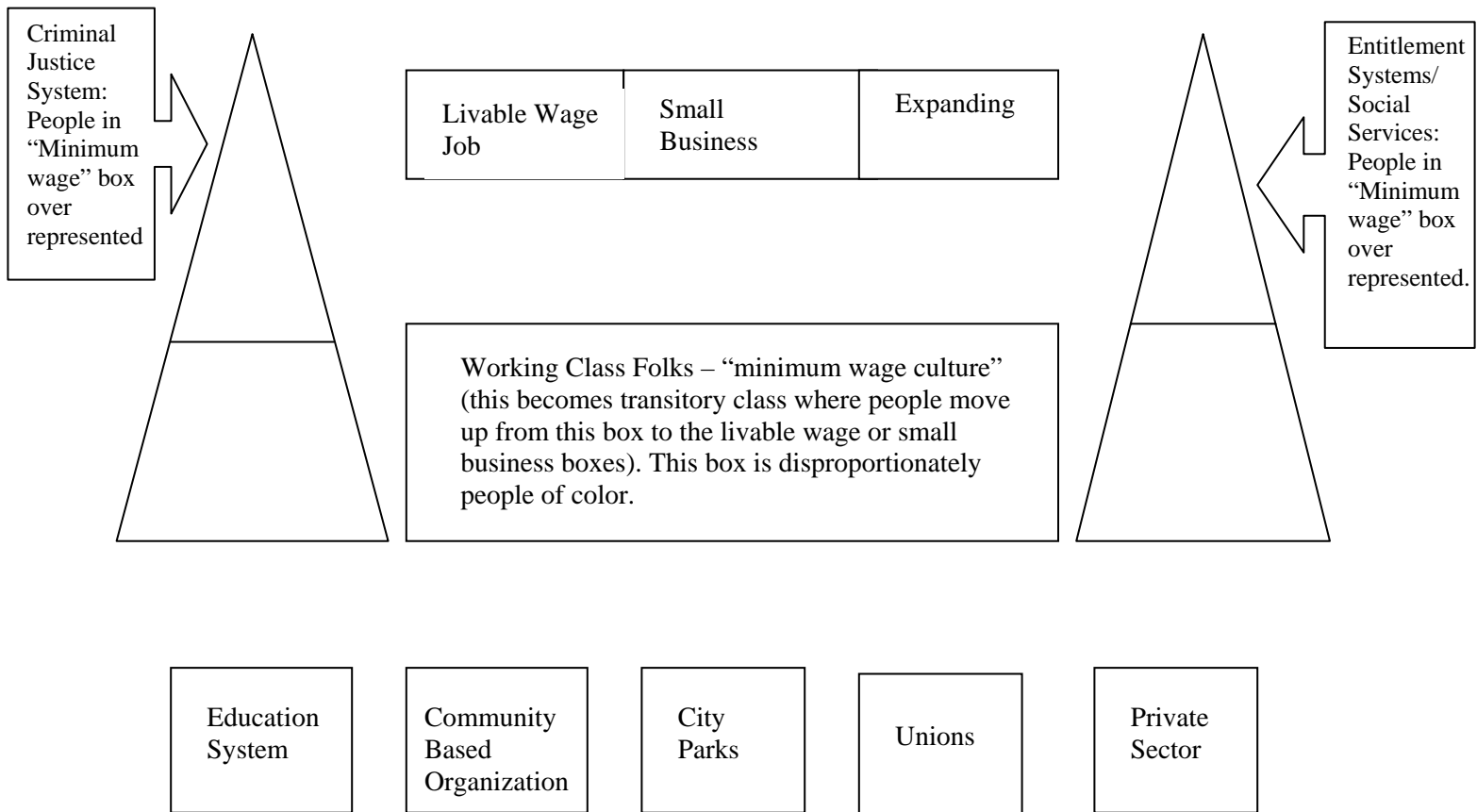
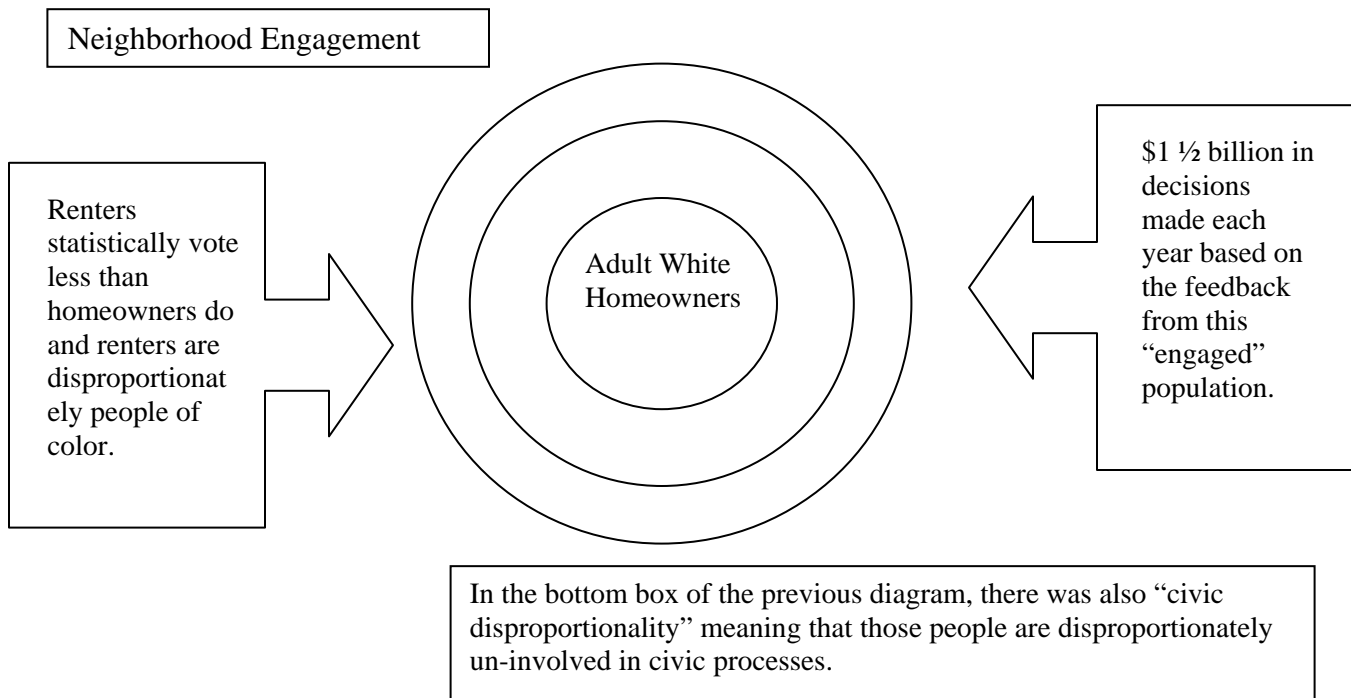


HSD UIR Meeting 12/01/03

- Mickey Fearn was thanked for joining us and introductions were done by all present. He was given the timeline and history of the work of the HSD UIR effort for review.
- Mickey talked about his personal history as an anti-racism trainer and activist for the last 30 years. He has now been at the Mayor's office for about 1 year and has been creating a work plan of things (related to anti-racism) that the city needs to address.
- Mickey drew the following chart (which is part of a larger chart) to try and illuminate some of the work he is doing and the analysis he is working from.



- Mickey also drew the following graph to illustrate the current engaged population.



- Work Plan Highlights/Excerpts
 - Ensuring that project services are dedicated to reducing disproportionality: needs a systemic approach, bringing together the systems in the city doing work and co-ordinate them.
 - Making the conversation central to people’s work: as institutions we are not set up for change in part because many people, especially white people, have not done the work to make anti-racism central to their work. When we separate the conversation into racism and then everything else it stays peripheral and we need to find a way to bring it to the center.
 - Unifying the relationship between the Mayor and the City Council
 - Providing technical assistance to other employee groups trying to do the work.
- Other work plan/ Mayor’s initiative highlights
 - Mayor Greg Nickels created a sub-cabinet of department heads to talk about anti-racism and Mickey Fearn established an ITD (like a think tank) of people working just under the department heads to address racism.
 - In January, the Mayor’s staff is starting a three day series on race, NCBI will be doing “same race focus groups” to begin talking about racism in Seattle. There will also be a self introspection component for one day and a piece on racism that Mickey Fearn will lead.
 - Mickey said the Mayor wants to have anti-racism embedded in the workforce so that the momentum continues whether he is present or not.

- Mickey also stated that the Mayor is looking into attending a 2 day Undoing Racism workshop.

Comments and Questions for Mickey Fearn

- One question was asked about the living wage ordinances both in this city and in others, would that not help the working class box folks move up to the livable wage section?
- It was asked where the people outside of the box or the chart fit in?
- Where does it talk about how upper management everywhere is disproportionately white?
- It was commented that putting white people in the graph might help them to see their role in the big picture, might help engage them.

Additional Comments from group

- This chart only looks at the victims when it is the whole system that is broken.
- Homeownership may not be the best place to focus the majority of the energy, people need to have multiple opportunities to engage that respect a range of values, cultures and lifestyles.
- It was suggested that setting up approaches to address racism that mimic the same old systems and structures may not facilitate change.
- We should learn from history and understand how community was involved in many of the changes that led to many of the opportunities people of color now have. Model Cities was cited as an example.
- There was consensus that we want to work pro-actively with Mickey Fearn and the Mayor's office to address Racism. It was noted that HSD has a decade of experience working very intentionally on racism and that those efforts have contributed to a cultural shift in the region that has lead to far more organizations, politicians and agencies placing value on work related to racial equity. The experience of the Department is available to the Mayor's effort.

Next UIR Meeting: December 15th at 12pm in the 13th Floor conference room.